

MINUTES
PIKES PEAK LIBRARY DISTRICT
BOARD OF TRUSTEES MEETING
April 11, 2017
4 pm
Old Colorado City Branch Library

MEMBERS PRESENT

President Cathy Grossman, Vice President Keith Clayton, Trustee Kathleen Owings, Trustee Katherine Spicer, Trustee Wayne Vanderschuere

MEMBERS ABSENT

Trustee Ken Beach, Secretary/Treasurer Molly Dippold

PIKES PEAK LIBRARY DISTRICT STAFF and OTHERS PRESENT

Executive Director John Spears, Old Colorado City Branch Library Manager Evelyn Blakely, Community Engagement & Outreach Officer Sean Anglum, Katie Cronk, Foundation & Development Officer Dolores Cromeens, Friends of the Pikes Peak Library District Board President Dora Gonzales, Executive Assistant Sue Hammond, Human Resources Division Head Sally Jensen, Associate Director for Library Services Janice McPherson, Technology & Virtual Services Officer Richard Peters, Associate Director for Branches Lynne Proctor, David Rasmussen, Facilities Division Head Gary Syling, Chief Financial & Business Officer Michael Varnet

REGULAR MEETING OF THE BOARD OF TRUSTEES

CALL TO ORDER

President Grossman called the April 11, 2017 meeting of the Pikes Peak Library District Board of Trustees to order at 4:00 p.m.

ITEMS TOO LATE FOR THE AGENDA

There were no items to add to the agenda.

PUBLIC COMMENT

There was no public comment.

CORRESPONDENCE AND COMMUNICATIONS

Minutes

The minutes of the March 14, 2017 and the March 28, 2017 meetings of the Board of Trustees were presented for review.

Motion: Keith Clayton moved that the minutes of March 14, 2017 and the March 28, 2017 meetings of the Board of Trustees be approved as presented.

Second: The motion was seconded by Wayne Vanderschuere.

Vote: The motion was approved unanimously.

Correspondence

There was no correspondence to report.

Events & Press Clippings

A list of recent press clippings and upcoming events was included in the Board packet.

Presentation

Old Colorado City Branch Library Manager Evelyn “Trish” Blakely welcomed the Board and provided a brief introduction to current branch activities. Ms. Blakely noted that Old Colorado City Branch has great patrons and great staff.

Old Colorado City Branch staff member David Rasmussen gave a colorful history of the library in Old Colorado City. He noted that the Old Colorado City community has historically been an innovative group of people strongly devoted to the Westside neighborhood and their library.

REPORTS

Friends of the Pikes Peak Library District

The Friends of the Pikes Peak Library District report was included in the Board packet. Friends of the Pikes Peak Library District Board President Dora Gonzales shared exciting news about the autographed copy of *To Kill a Mockingbird* that was donated to the Friends. The signature has been authenticated as Harper Lee’s. The book is currently for sale on eBay.

Pikes Peak Library District Foundation

The PPLD Foundation Report was included in the Board packet.

Board Reports

Governance Committee

Governance Committee Chair Katherine Spicer reported that she had met with Executive Director Spears to further discuss his 2017 goals. The goals were included in the minutes of the March 14 meeting.

Internal Affairs Committee

There was no report from the Internal Affairs Committee.

Public Affairs Committee

Public Affairs Committee Chair Kathleen Owings reported that the Committee did not meet since the March Board meeting. She noted that she is representing the Board at Friends meetings.

Board President

President Grossman did not have a report.

Financial Report

The financial report for the period ending February 28, 2017 was included in the Board packet. Chief Financial & Business Officer Michael Varnet reported that February's revenue from specific ownership taxes was the greatest amount ever collected from specific ownership taxes in a one-month period. He noted that expenditures are 10% greater than for the same period in 2016 and explained that, thanks to a full staff, bills are being paid more quickly in 2017.

Library Services and Branch Services Report

The combination Library Services/Branch Services Report was included in the Board packet. Associate Director for Library Services Janice McPherson spoke briefly about the very successful Mountain of Authors program that took place on April 8. Associate Director for Branch Services Lynne Proctor highlighted community partnerships in the branches in her written report.

Executive Director's Report

Executive Director John Spears reported on the success of the recent amnesty event. PPLD waived about \$70,000 in uncollected fines and fees, welcoming back more than 1,700 patrons who had been blocked from using the Library.

The week of April 10 is National Library Week. Many local governments recognized the value of PPLD in their communities through proclamations. PPLD received NLW proclamations from Colorado Springs, El Paso County, Manitou Springs, Monument and Fountain.

PPLD's draft strategic plan for 2010-2020 was included in the Board Packet. Although the plan was never completed or adopted by the Board of Trustees, Executive Director Spears noted that the plan's core values are still relevant and the plan has been central to PPLD's current course. Also included in the Board packet were strategic plans from other government/community entities. PPLD will strive to update the plan to compliment community goals.

Executive Director Spears suggests that the Board reaffirm the plan. He and the Leadership Team will work on updating the plan with that purpose in mind. At the May Board meeting the Board will have the opportunity to focus on strategic goals in the plan.

BUSINESS ITEMS

Consent Items

Decision 17-4-1: Consent Items

Consent Items Presented:

1. New Hires

Motion: Kathleen Owings moved to approve the Consent Items as presented.

Second: Keith Clayton seconded the motion.

Vote: The motion was approved unanimously.

Unfinished Business

Report on Meeting Room Policies: Discussion

At the March 14, 2017 meeting the Board approved the updated PPLD Meeting Room Policy and requested that Associate Director McPherson reconvene the Meeting Room Policy Committee to research the practice of requiring a library card to reserve a meeting room. The report on the Meeting Room Policy Committee's methodology and results was included in the Board packet. The Committee reviewed the meeting room policies of six national libraries and thirteen Front Range Colorado libraries. Only 3 of the 19 libraries reviewed require a library card to reserve a meeting room. In further discussions, the committee agreed unanimously that PPLD should not require a library card to reserve a meeting room and provided fourteen reasons to support that decision. Among the primary reasons were:

- Open, easier access that promotes a climate of inclusiveness, supports all residents and reduces barriers to library services
- Marketing through exposing the public to new library services they might not otherwise know about

President Grossman thanked Associate Director McPherson and the Meeting Room Policy Committee for their thorough work on this project.

Follow-Up to Recommendations of Singer Group: Discussion

On March 28, 2017 the Board received a presentation from the Singer Group and the PPLD Leadership on the methodology, results and recommendations of the Comprehensive Compensation Study. Executive Director Spears and the Leadership Team offered this opportunity for the Board to ask any additional questions.

Some topics of discussion included:

- Follow-Up: The Singer Group is known for helping as long as they are needed. The Leadership Team is in the process of creating an Implementation Team that will be comprised of all levels of PPLD staff.
- Prioritization of options: Staff compensation is the top priority. Reorganization will come after that. The Leadership Team is identifying what can be done with current resources.

- Employee feedback: Although there are some concerns with major changes, staff are excited at the prospect of being paid fairly.
- Centralized vs. localized programming: There are pros and cons to each model. Leadership Team has begun this discussion with the Management Team.

President Grossman offered kudos to Executive Director Spears and the Leadership Team for their hard work in presenting the recommendations to the entire PPLD staff through several presentations. She noted that this effort has done much to establish a high level of trust for management from the staff.

ADJOURNMENT

There being no further business to conduct, President Grossman adjourned the meeting at 5:53 p.m.

D. Rasmussen left the meeting at 5:20 pm

K. Owings left the meeting at 5:35 pm

K. Cronk left the meeting at 5:45 pm